



OFFICE OF EARLY CHILDHOOD EDUCATION AND FAMILY SERVICES GREAT START READINESS PROGRAM (GSRP)

PROFESSIONAL TRAINING PROGRAM OPTIONS FOR GSRP ASSOCIATE TEACHERS

The *Early Childhood Standards of Quality for Prekindergarten* includes training requirements for staff members for the GSRP.

Staffing and Administrative Support and Professional Development 2(A)(1):
A quality program employs paraprofessionals with associate's degree in early childhood/preschool education, child development, child care, or hold Child Development Associate (CDA) credentials, or equivalent continuing education experience, as approved by a college or the State Board of Education.

Training Options: All associate teachers (paraprofessionals) not grandfathered must complete *one of the three* training options. **Newly hired Associate Teachers upon hire must have completed at least one credit-bearing course in early childhood training.** They have two years from the date of hire in a GSRP to complete the training. The options for training are:

- an associate's degree in early childhood education or child development or the equivalent; or
- a child development associate (CDA) credential; or
- the equivalent as approved by the Michigan State Board of Education that is, 120 clock hours of documented formal child care education offered by approved training organizations, with no fewer than ten hours in each of the following content areas (based on 1995 Center-Based CDA requirements):
 1. Planning a safe, healthy environment to invite learning.
 2. Steps to advance children's physical and intellectual development.
 3. Positive ways to support children's social and emotional development.
 4. Strategies to establish productive relationships with families.
 5. Strategies to manage an effective program operation.
 6. Maintaining a commitment to professionalism.
 7. Observing and recording children's behavior.
 8. Principles of child growth and development.

The above competencies are from the booklet, *The Child Development Associate National Credential* (May 1995), available from the Council for Early Childhood Professional Recognition, 1341 G Street, N.W., Suite 400, Washington, DC 20005-3105. Learn more about the CDA national credentialing program at <http://www.cdacouncil.org/default.htm>.

Professional development scholarships may be available through T.E.A.C.H. Early Childhood®. Contact the Michigan Association for the Education of Young Children at: (866) 648-3224 X24.

The following organizations could offer approved training modules:

- Colleges and universities
- Community colleges
- Vocational education departments of high schools
- Intermediate School Districts
- Local School District in-service training sessions
- Local community education courses
- In-service training offered by Head Start agencies
- State or local agencies
- Red Cross first aid training
- National, Michigan, or local Association for the Education of Young Children
- Conferences and workshops
- Michigan Department of Human Services Child Day Care Licensing Division
- Others by pre-approval of an Intermediate School District, Michigan Department of Education, or Child Care Connect
- Any organization receiving Michigan State Board of Education Continuing Education Units

120 Hour Documentation Process:

***Only associate teachers hired prior to June 21, 2011 may continue to use this option. All documentation showing completion of the 120 hours of training must be submitted to MDE by May 31, 2012.**

- 1) Please view the on-demand video presentation [Successful Completion of the 120 Hour Option for Paraprofessionals/Associate Teachers](http://www.michigan.gov/mde/0,1607,7-140-6530_6809_50451-218215--_00.html) at: http://www.michigan.gov/mde/0,1607,7-140-6530_6809_50451-218215--_00.html.
- 2) Prepare:
 - a. a cover letter with name, work address, and telephone number;
 - b. 120 hours forms with all required information organized by competency; and
 - c. documentation of participation in each session with presenter signatures on the record sheet, attached certificate of attendance, CEU award, or provide other document certifying participating in the session.
- 3) Send the *Professional Training Document* and documentation by 5/31/12 to:

Michigan Department of Education
Office of Early Childhood Education and Family Services
P.O. Box 30008, Lansing, MI 48909

- 4) Upon approval, MDE will forward approval letter(s).